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ABSTRACT

An annotated bibliography of workshops for the handicapped covers the literature on work programs for the period July, 1968 through June, 1969. One hundred and fifty four publications were reviewed; the number of articles on administration, management, and planning of facilities and programs has increased since the last edition. (Author/RJ)

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WORKSHOPS FOR THE HANDICAPPED

AN ANNOTATED BIBLIOGRAPHY - No. 6

Compiled by

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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PREFACE

This is the sixth annual edition of Workshops for the Handicapped: An Annotated Bibliography. With a few exceptions it covers the literature on work programs for the handicapped for the period July, 1968, through June, 1969.

As was noted in the last edition, the scope of the Bibliography has gradually broadened to include publications on a variety of work programs in addition to those found in workshops. The 154 publications reviewed this year encompass a wide range of work settings, types of disabling conditions, and innovative ideas about work and the handicapped. It is also noteworthy that the number of articles on the administration, management and planning of facilities and programs has increased this year.

We are grateful to the Rehabilitation Services Administration for a grant which covers part of the cost of preparation and publication of the Bibliography. We extend our thanks to Stephen Kornfeld and Bruce Hinson who helped us in the early stages of preparing this edition. And we deeply appreciate the assistance of the many persons who sent us copies of their published work for review and annotation.

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October, 1969

WORKSHOPS FOR THE HANDICAPPED

AN ANNOTATED BIBLIOGRAPHY

Abrams, H. A. The role of social work in relocation for employment. Social Casework, 1968, 59 (8), 475-480.

The Minneapolis Rehabilitation Center, in conjunction with the Minnesota Employment Service, promoted a relocation project during 1966-1967 for the hard-core unemployed. The program emphasized preparation of the clients for area relocation and continuing preventive treatment once employment was secured. Followup treatment was maintained by both the social worker and vocational counselor. The author reports that "the successful relocation of hard-core unemployed persons requires the efforts of more than one discipline in assessing the problems and the possibilities for change and helping the clients effect needed changes."

Alabama Vocational Rehabilitation Service; Alabama Workshops & Facilities; & Auburn University. Vocational rehabilitation: Vocational training curriculum. (Alabama VRA Innovation Project Grant 69-ED.) Auburn, Ala.: Auburn University, 1969.

Curricula are being designed with the support of this innovative grant to assist personnel in workshops and training facilities "to better meet the needs of their clientele and the needs of the community." Seven curricula have been prepared to date. Each curriculum is prepared in light of the limitations of rehabilitation clients. All aspects of the job are broken down into tasks, and each task is in turn broken down into all of its elements. For each element, the following is given: objectives for teaching, basic skills to be learned, background information, suggested instructional methods, practical experiences for learning, glossary and questions for thought stimulation. In addition, each curriculum presents a section on selection and use of a range of instructional methods, a performance checklist for evaluation of trainee competency, and references about the job. The seven curricula, each in a separate manual, are:

Custodial Training (94 pages)
Bus Boy (81 pages)
Porter - Used Car Lot (47 pages)
Grounds Keeper (66 pages)
Nursery Worker and/or Grounds Keeper (73 pages)
Service Station Attendant (146 pages)
Service Station Attendant - Mechanic I (72 pages)

Allegrezza, T. S., & Overs, R. P. Methodological problems in planning future rehabilitation facility needs. Milwaukee Media for Rehabilitation Research Reports, No. 1. Milwaukee, Wisconsin: Curative Workshop of Milwaukee, 1968. 14 pp.

The authors state, "Despite crash planning programs to project future rehabilitation facility needs, there are few published guidelines on planning methodology." In this article planning strategies and related methodological problems are discussed, including estimating incidence and prevalence, classification systems, role of the facility with others in the community, population growth and agency growth.

Anderson, J. A. The disadvantaged seek work--through their efforts or ours? Rehabilitation Record, 1968, 9 (4), 5-10.

The Job Seeking Skills program, developed at the Minneapolis Rehabilitation Center in May of 1967, is attempting to correct the job-seeking deficiencies of culturally disadvantaged DVR clients. Basic to the program are the following areas emphasizing the job interview: (1) ability to describe skills, (2) ability to answer problem questions, (3) appropriate appearance and mannerisms, (4) enthusiasm for work, (5) opening and closing the interview. Preliminary results indicate that 75 clients were served by the program during the first year. According to the article, "more than 90% of these (DVR) clients obtained a job, the majority within two weeks of leaving the center."

Askenasy, A. R. American and British mental health workers look at rehabilitation. Mental Hygiene, 1969, 53 (3), 466-471.

The problems ex-mental patients encounter in securing employment are seen as similar in the United States and Britain. Employer reluctance to hiring the mentally ill is stated as the major contributory factor in decreasing the person's chances of procuring employment. According to the study, poor and inadequate vocational rehabilitation is also responsible for the low employment success of ex-mental patients.

Ayers, G. E. (Ed.) New directions in habilitating the mentally retarded. (Proceedings of the Vocational Rehabilitation Subsection Meetings of the Annual Conference of the American Association on Mental Deficiency, Denver, Colorado, May, 1967.) Elwyn, Penn.: Elwyn Institute Print Shop, 1967. 114 pp.

This is the first publication growing out of the new AAMD subsection on vocational rehabilitation which was created in 1966. Thirteen papers are organized into four areas: (1) Status and Promise of Prevocational Evaluation in the Rehabilitation of the Mentally Retarded, (2) Vocational Rehabilitation in Institutions, (3) Instructional Materials for Habilitation Programs, and (4) Vocational Rehabilitation of Related Groups.

Ayers, G. E. (Ed.) Program developments in mental retardation and vocational rehabilitation. (Proceedings of the Vocational Rehabilitation Subdivision Meetings of the Annual Conference of the American Association on Mental Deficiency, Boston, Mass., 1968.) Elwyn, Penn.: Elwyn Institute Print Shop, 1968. 55+ pp.

Ten papers, presented at three meetings of the Vocational Rehabilitation Subdivision at the 1968 AAMD annual conference, are grouped under three themes: "The Training and Research Activities of the SRS Regional Centers," "Rehabilitation Programs and Services in the Schools," and "Innovative Assessment of Vocational Potential." The Wells Concrete Directions Test, record form and data sheet are presented in the appendix.

Bae, A. Y. Factors influencing vocational efficiency of institutionalized retardates in different training programs. American Journal of Mental Deficiency, 1968, 72 (6), 871-874.

The purpose of this study was to determine what kinds of patient variables are significantly associated with vocational efficiency in different training programs. 113 vocational trainees at Rosewood Hospital, Owings Mills Maryland Vocational Rehabilitation Unit were the subjects. Vocational efficiency was rated by the program instructor. Results indicate that factors associated with vocational efficiency vary from program to program and that the Vocational Adjustment Rating

Scale is the best tool to discriminate good trainees from fair ones. Article includes table with list of all independent variables differentiating good trainees from fair trainees.

Bailey, J. P., & Muthard, J. E. (Eds.) Research and demonstration projects: A bibliography-1968. Regional Rehabilitation Research Institute. (Supported in part by SRS Research Grant RD-1127.) Gainesville, Florida: University of Florida, 1968. 131 pp.

Since the 1954 Vocational Rehabilitation Amendments over 1400 research and demonstration grants have been approved, and about 1000 had been completed at the time of publication of this bibliography. It lists final reports of these and some 1500 articles generated by the research. The subject index uses the KWIC, key word in context, system. Additional cross indexes by author, grantee and project are provided.

Baker, R. J. Listing of university and agency certificate, degree and short-term training programs for rehabilitation facility personnel. Auburn, Alabama: University of Alabama, Rehabilitation Services Education, 1969. 39 pp.

A listing of eleven universities and agencies, which offer Master's programs or its equivalent in the field of Rehabilitation training. It includes a survey of each institution's program format, funding, type of certification, student projects, teaching techniques and method of evaluation of the program as a whole. Listed are: University of Arizona, Auburn University, De Paul University, Florida State University, North Texas State, Rutgers University, University of San Francisco, Stout State University, Wayne State University, University of Wisconsin and the Vocational Guidance and Rehabilitation Services.

Bass, R. D. Group counseling in vocational adjustment. Journal of Rehabilitation, 1969, 35 (1), 25-28.

This article proposes the integration of group counseling methods into the vocational rehabilitation process in vocational adjustment centers. The author states that with only slight modification, this process can be easily adapted to sheltered workshops, work training programs,

and on-the-job training programs. Groups considered were composed of (1) long-term physically disabled and (2) economically disadvantaged clients. The total development of a group from initial preparation stages through final evaluation of results is discussed. References are included.

Bender, J. A., Kolstoe, O. P., & Kaplan, H. M. Acceptance of disabled college students into teacher training programs. Exceptional Children, 1968, 34 (9), 685-691.

Existing rules for the acceptance of physically disabled college students into teacher training programs were surveyed in 678 colleges and universities. Responses were analyzed by type of school and type of disability. The study points out that there are no universally accepted policies on entrance to these programs. Included are the detailed methodology, discussion of possible reasons for existing policies, and recommendations for future procedures.

Blackman, L. S., & Siperstein, G. N. Job analysis and the vocational evaluation of the mentally retarded. Rehabilitation Literature, 1968, 29 (4), 103-105.

"This paper assesses the role of job analysis, vis a vis other approaches, in the identification of prerequisites and the consequent development of evaluation indexes that will predict, hopefully with improved efficiency, the potential for successful vocational training of the mentally retarded." The use of standardized tests for prediction and the emphasis on I.Q. scores in the evaluation and training of the mentally retarded are found to be irrelevant. The authors recommend that the ability to predict the work potential of the mentally retarded will be most successful by focusing on specific and well analyzed job tasks.

Borenzweig, H., & Dombey, D. The use of social group in a vocational training program. Journal of Rehabilitation, 1969, 35 (1), 30-32.

The Job Upgrading Program of the Detroit public schools began functioning in 1949 and is currently

involved with the evaluation of group counseling techniques with mildly retarded and disadvantaged teenagers who have employment difficulties. Some of the major conflicts and problems these students have are presented, and group methods of arriving at socially appropriate alternatives for conflicts are discussed. The authors conclude that "group work method appears to be an innovative, vigorous, powerful tool for helping retardates benefit maximally from vocational training programs."

Borgen, F. H., Weiss, D. J., Tinsley, H. E. A., Dawis, R. V., & Lofquist, L. H. Occupational reinforcer patterns (First volume). Minnesota Studies in Vocational Rehabilitation, XXIV. (Supported in part by SRS Research Grant RD-1613-G.) Minneapolis: University of Minnesota, 1968. 263 pp.

Occupational reinforcer patterns (ORP's), developed for 81 occupations, are based on the judgments of 2976 immediate supervisors of jobs in several hundred firms. Reinforcer characteristics of work environments (21 scales) are profiled for each occupation in graphic form, and those characteristics which are highly and moderately descriptive of the occupation are listed. Other occupations which have similar ORP's and summary statistics are also given for each occupation. Vocational counseling uses are expanded by a section on the similarities and differences among the 81 ORP's.

Brecher, S. L., Kilguss, A. F., & Stewart, D. H. The participants' view of an antipoverty program. Social Casework, 1968, 49 (9), 537-540.

This article is an evaluation of the impact of an antipoverty program on its participants. The subjects were 38 women graduates of work experience programs in Quincy, Massachusetts. The average age of the women was 35 and the majority were AFDC recipients. Although many satisfactions were derived from the program, a number of dissatisfactions were expressed. These are discussed by the authors.

Bricker, A. J. Rehabilitation teachers of blind homemakers attend home economics institute. Rehabilitation Record, 1969, 10 (2), 26-27.

This five-day training institute at the University of Maryland was concerned with merging the skills of home economists and rehabilitation teachers to improve rehabilitation services to blind homemakers. Four workshops on methods of teaching homemaking skills to rehabilitation teachers were planned.

Bryce, T. E. A home economist on the rehabilitation team. American Journal of Occupational Therapy, 1969, XXIII (3), 258-262.

Homemaking is suggested as a valuable form of treatment for patients in occupational therapy. Occupational therapists and home economists should work together to help the handicapped homemaker. The home economist should function as teacher, counselor or consultant, while the occupational therapist should be mainly concerned with treatment. It is suggested that most occupational therapists are not fully equipped to give adequate training in homemaking for the handicapped.

Burrow, W. H. Job development, a problem in interpersonal dynamics. Training School Bulletin, 1967, 64 (1), 12-20.

The Mansfield Project, a pre-vocational experience program for the mentally retarded, attempted to demonstrate that mildly retarded youth can function adequately in a variety of competitive work situations. Analysis of the job development process was undertaken. Several variables emerging from this study included: employer commitment to hiring the retarded, size of the company, the general job market situation, sex and age of the client. Follow-up was considered essential to the job development process. The author concludes that "if the process is successful, the client will lose his identity as a client and gain identity as a worker."

Burrow, W. H. Potential: An unknown quantity. Training School Bulletin, 1968, 65 (1), 12-20.

Evaluation of the full potential of each individual mentally retarded client is the concern of this article. Correct assessment of his vocational maturity is considered of primary importance in helping to modify the work situation in the correct direction. Possibilities for increasing employability of the mentally retarded client are suggested.

Button, W. H., Kimberly, J. R., Lubow, B. K., & Kimberly, R. P. A conceptual framework for the analysis of work behavior in sheltered workshops. Ithaca, N. Y.: Cornell University, Region II Rehabilitation Research Institute, 1969. 46 pp.

This research report is the first of a new series, Studies in Behavior and Rehabilitation, No. 1. It presents a systems approach to the measurement of work behaviors and contexts in the interface between the organization and the client. The systems model consists of three basic elements, behavioral activity, social ecology, and technology, from which the Work Behavior Observation Scheme was derived and applied on a pilot basis in six workshops. Research applications of the Scheme are discussed, and procedures and forms are presented in the appendix. 44 references.

Caddick, J. W. How to record and process labor data in a rehabilitation workshop. (Supported in part by RSA Training Grant 439-T-68.) San Francisco: University of San Francisco, Rehabilitation Workshop Administration, 1968. 87+ pp.

"This manual is written for people in workshops who would like to identify and control their labor costs and to secure feedback of the productivity achievements of individuals or groups in their shops." Results obtained from labor data on payroll, cost accounting and productivity are discussed, and suitable classification systems are described. One such system, the McBee System Job Card, is described in detail. The Job Card, especially designed for workshops, makes possible the recording, sorting and accumulation of data in an economical way. Cost and source of supplies and equipment are provided. The appendix consists of the illustrated McBee Instructional Manual (32 pp.).

Caddick, J. W. A manual on production improvement in a rehabilitation workshop. (Supported in part by RSA Training Grant 439-T-68.) San Francisco: University of San Francisco, Rehabilitation Workshop Administration, 1968. 197 pp.

A manual prepared especially for use in workshops. It gives instructions for work simplification and production standards, it indicates how to apply this knowledge to the problems found in most workshops, and finally it helps to improve the production of the workshops. It covers the subjects of work simplification, the use of a flow diagram, and a process chart; production standards, and the principles of effective work. The manual also includes demonstrations and visual aids, and provides instructions and materials to be used in working on problems of work simplification.

Carlson, R. E. Degree of job fit as a moderator of the relationship between job performance and job satisfaction. Personnel Psychology, 1969, 22 (2), 159-170.

The author views job satisfaction as a multi-dimensional concept. Subjects were 506 employed blue-collar and white-collar workers in Minnesota who volunteered for the study. Results reveal that effective job performance is dependent on a combination of worker attitudes and ability.

Chaffin, J. D. Production rate as a variable in the job success or failure of educable mentally retarded adolescents. Exceptional Children, 1969, 35 (7), 533-538.

This study investigated the importance of production rate and its influence on employer's judgment of the success or failure of retarded adolescent workers. Forty students of the Kansas Special Education and Vocational Rehabilitation Project were the subjects. Results suggest that production rate does influence employer ratings of retarded workers, and imply that the rehabilitation worker might use this measure as an indication of the client's employability.

Clawson, L. E. A study of the Clawson Worksample Tests for measuring the manual dexterity of the blind. New Outlook for the Blind, 1968, 62 (6), 183-187.

This is a preliminary study to determine how useful the Clawson Worksample Tests may be in evaluating manual skills for the blind. Local industries were visited to find jobs that the blind could perform and that could be standardized. Five worksamples, requiring varying hand and finger dexterity were chosen, and these comprise the C.W.T's. Results of this study show that worksamples can be standardized and used as objective tests.

Cleland, C. C., & Swarta, J. D. Deprivation, reinforcement and peer support as work motivators: A paradigm for habilitation of older retardates. Community Mental Health Journal, 1968, 4 (2), 120-128.

This paper describes procedure and placement in the habilitation of educable institutionalized male retardates, 25-45 years of age, who have been working for 5 or more years. A 3-stage model, consisting of work deprivation, social reinforcement and group placement is described. Subjects in this model succeed in their placement, because their characteristics of suggestibility and dependence are manipulated to modify their self-concept. It is indicated that the 3-stage model may also have potential use for other handicapped groups.

Coffey, D. D. The Dictionary of Occupational Titles in work sample development. Institute for Vocational Rehabilitation, Stout State University. Informational Bulletin, 1969, 1 (6), 1-3.

The Dictionary of Occupational Titles is recommended as a basic tool in developing work samples and in making evaluation measures and techniques more meaningful, more useful, and more stable. Uses of both Vol. I and Vol. II of the Dictionary are applied to each step in the process.

Cohen, J. S. The sheltered workshop. Mental Retardation Abstract, 1966, 3 (2), 163-169.

The development, growth, and expansion of sheltered workshop programs are discussed. Areas explored include:

workshop goals, facilities available for different retarded groups, community relations, funding problems, and the selection of shop personnel and leadership. The relationship between workshops and special education programs is presented, and a section on the multiple disability workshop is included. Thirty-nine references.

Cohen, M. Behind the industrial facade of the sheltered workshop. Rehabilitation Record, 1968, 9 (5), 1-4.

This paper, delivered at the 1968 annual meeting of the National Association of Sheltered Workshops and Homebound Programs, deals with the validity of five basic assumptions about workshops: (1) industrial standards can be maintained while serving severly disabled persons, (2) clients who produce at submarginal levels can become satisfactory producers in industry, (3) income and outgo can be balanced while paying clients minimum wage and maintaining up-to-date equipment and standards, (4) an individual therapeutic environment can be structured in a realistic industrial environment for each client, and (5) workshop evaluations effectively predict client behavior in competitive employment. Underlying all these assumptions is the concept that the workshop must move in two directions simultaneously. It must increasingly become a model of industrial management, and at the same time maximize service to individuals with complex and difficult problems.

Cole, L. B., & Oswald, H. W. State DVR role in implementing the federal program for employment of mental retardates. (Final Report of SRS Research Grant 1799-G.) Washington, D. C.: Government of District of Columbia, Department of Vocational Rehabilitation, 1968. 62 pp.

This report summarizes a project of the District of Columbia DVR to implement the program of the U.S. Civil Service Commission to encourage Federal government agencies to employ retarded individuals. In addition to the primary purpose of suitable placement of the retarded in Federal agencies in the nation's capital, other purposes included the development of methods and procedures to locate, certify and place clients in such a way as to create confidence and positive attitudes on the part of the employer. A description of these methods and techniques constitute

a major portion of this report. Cumulative record of all cooperating agencies from January, 1964, to June, 1968, shows 1137 retardates from the D. C. area placed in 38 Federal agencies.

Danak, J. T., & Keown, W. H. Administration and management: A selected and annotated bibliography. Regional Rehabilitation Research Institute, Monograph No. 1. (Supported in part by SRS Research Grant RD-1967-G.) Norman, Oklahoma: University of Oklahoma, 1969. 60 pp.

"This monograph - the first publication of the Institute - is intended to provide vocational rehabilitation personnel with a guide to some basic literature in the field of administration and management." Selection of the 105 annotated entries was based on the usefulness of the publication for administrators in vocational rehabilitation agencies. Entries are organized into five parts: I, administrative thought and organizational theory; II, formal and informal organization structures; III, administrative processes; IV, personnel management; and V, public relations. Each part is introduced by a discussion of the area and its relevance to vocational rehabilitation agencies and facilities.

Davalos, R., Chapman, L., & Bizilia, W. Program of recreational activities for the physically handicapped. (Alabama VRA Innovation Project 69-ED.) Auburn, Ala.: Auburn University, 1969.

The purpose of this project "is to develop expanded and improved methods of providing personal and social adjustment training through recreational activities of a physical nature for the severely disabled in the workshops and rehabilitation facilities in Alabama." It is the thesis of the staff of the project that the concept of recreation should be considered of equal importance to other areas of learning in the rehabilitation process. A two-fold program is recommended: (1) clients participate in a physical conditioning program from two to four hours per week, and (2) additionally, clients may elect to participate in a program of recreational activities of a physical nature two evenings per week. Guidelines for establishing such a program are presented. The major portion of this report is devoted to detailed descriptions of games and their adaptation for functional limitations (e.g., shuffleboard for the blind).

Davis, R. V., Loftquist, L. H., & Weiss, D. J. A theory of work adjustment (A revision). Minneapolis Studies in Vocational Rehabilitation, XXIII. (Supported in part by SRS Research Grant RD-1613-G.) Minneapolis, Minn.: University of Minnesota, 1968. 15 pp.

This monograph represents a revision of the 1964 Monograph XV, A Theory of Work Adjustment, which has provided the conceptual framework for the research program of the Work Adjustment Project. It is restated in the new monograph in light of (1) the development of instruments for measuring variables in the theory (2) acquisition of additional research knowledge, and (3) study and criticism of professional personnel in the field.

Dibner, A. S., & Nicholas, H. Vocational rehabilitation of disabled public assistance clients. (Final Report of SRS Research and Demonstration Grant RD 1494.) Boston: Massachusetts Rehabilitation Commission, 1968. 157 pp.

"This study attempted to demonstrate that a cooperative program of services sponsored by a state rehabilitation agency and a public welfare agency would increase the chances of rehabilitation for disabled public assistance clients." Findings suggest that public assistance clients are less likely to be accepted for services, and that once accepted they have a 20% chance of becoming rehabilitated. Several innovations, including supplementation of income and new intake procedures, were introduced in the project. Forms, questionnaires and statistical tables are presented in the appendices.

Dietrich, S. L. Hemophilia: A total approach to treatment and rehabilitation. (Supported in part by SRS Demonstration Grant RD 1367-M.) Los Angeles: Orthopaedic Hospital, 1968. 226 pp.

The Regional Hemophilia Rehabilitation Center, supported by a SRS grant, the So. California Chapter of the National Hemophilia Foundation and the Orthopaedic Hospital, was established in 1967 on the basis of an earlier project, 1964-1967. A "first" in the field of hemophilia research and treatment, the program has the objectives of providing complete rehabilitation services, conducting research in medical and psychosocial aspects and education of the professional community. This

publication reports the findings in nine areas of the program, one of which is the educational-vocational program. In this chapter six case studies and on-the-job photographs are included. Findings and recommendations point to the need for local comprehensive rehabilitation centers for the hemophiliac and for long term follow-up.

Dightman, C. R., & Marks, J. B. Employer attitudes toward the employment of the ex-psychiatric patient. Mental Hygiene, 1968, 52 (4), 562-569.

Questionnaires were mailed out to industry in the Seattle area in an attempt to discover the relationship between employer attitudes toward the mentally ill and hiring practices. Results indicate that certain factors, such as size of the firm, previous experience of the firm with the mentally ill, and work skills of the client, relate directly to employment attitudes of the particular industry. Bibliography included.

Distefaus, M. K., Jr., & Pryer, M. W. Relationship between severity of emotional impairment and work related attitudes. Journal of Clinical Psychology, 1968, 24 (4), 420.

This study investigated worker attitudes and their relation to job performance among mildly and severely emotionally impaired mental patients in the Central Louisiana State Hospital in Prineville. The Orientation Inventory was used as the measuring instrument for "attitudes relevant to work behavior in various industrial situations." The Inventory measures Task-Orientation and Self-Orientation toward working situations. Evidence indicates that Task-Orientation is positively related to successful work behavior, whereas Self-Orientation is negatively related to it. The present study concludes that the more severly impaired mental patient is lower in Task-Orientation and higher in Self-Orientation than the mildly impaired patient.

Doll, E. A. Programs for the adult retarded. Mental Retardation, 1968, 6 (1), 19-21.

This article relates the problems and difficulties the adult retarded has in securing employment in the community. A section on sheltered workshops and how the adult retarded utilize this resource is included. Programs of supervised employment for the retarded adult have had only minimum development up to the present time.

Dumas, N. S. (Ed.) Management and personnel abstracts: A guide to recent operations research, computer, management, business and other technical literature for rehabilitation personnel. Regional Rehabilitation Research Institute. (Supported in part by SRS Research Grant RD-1127.) Gainesville, Florida: University of Florida, 1968. 110 pp.

1000 articles are abstracted from 51 journals in the areas of business, management and personnel for the years 1964-1967. The Kwic-Keyword system for indexing titles is used, and an additional index by authors is provided. The literature is considered relevant and to have utility for rehabilitation personnel, and the reader is encouraged to approach it with a view to application in his own setting.

Dunn, J. H. Camp Flambeau Project for young offenders. Rehabilitation Record, 1969, 10 (2), 15-18.

The Flambeau Project in Wisconsin is utilizing the combined services of the State Division of Vocational Rehabilitation and the Division of Corrections in corrective rehabilitation efforts directed toward young, male public offenders. A unique aspect of the program is the use of local high school classes and activities without the atmosphere of bars and armed guards. Shop experience and vocational training are included in the program.

Egerman, K., & Gilbert, J. The work evaluator. Journal of Rehabilitation, 1969, 35 (3), 12-14.

This project is an initial survey which attempts to define the characteristics of the work evaluator and the techniques underlying work evaluation. The survey respondents were 560 individual members of the National Rehabilitation Association who were performing work evaluation functions. The authors present detailed statistical information on characteristics of work evaluators, such as personal data, educational background, employment history, work activities, job knowledge and satisfaction, and professional affiliation. An extensive bibliography is included.

Elkin, L. Predicting performance of the mentally retarded on sheltered workshop and non-institutional jobs. American Journal of Mental Deficiency, 1968, 72 (4), 533-539.

This study was conducted at the Saskatchewan Training School, Canada, with the purpose of relating predictive measurements to the performance of mentally retarded adults on an experimental job and in non-institutionalized domestic employment. Findings indicate that psychomotor and intellectual skills were related on the experimental job. There was no significant correlation between the predictive indices and success in domestic jobs. This was attributed to "inadequate adjustment criteria and biased employee selection practices."

Ethridge, D. A. Pre-vocational assessment of rehabilitation potential of psychiatric patients. American Journal of Occupational Therapy, 1968, 22 (3), 161-167.

This article reviews the results of a three-year pre-vocational evaluation project at Northville State Hospital in Michigan. Psychiatric patients were rated in occupational and work therapy and given a "pre-vocational evaluation of rehabilitation potential." This evaluation contained four major areas: (1) work skills, habits, and tolerance; (2) socialization, attitude toward others; (3) personality characteristics; and (4) general observations. Twenty sub-categories were included. Scores on the pre-vocational evaluation were significantly related to successful vocational placement, and the four major areas all correlated significantly with successful rehabilitation and placement. Occupational and work therapy ratings were found to be not significant. References cited.

Feldman, R. C., & Mordock, J. B. A cognitive process approach to evaluating vocational potential in the retarded and emotionally disturbed: Part II. Rehabilitation Counseling Bulletin, 1969, 12 (4), 195-203.

This is the second of a two-part series exploring a rationale for the use of cognitive assessment in the rehabilitation process. Part II reviews previous research in the general area of cognition related to rehabilitation. Several projects in the Devereaux Cognitive Process Study designed to explore and examine cognitive functioning are discussed. Case study observations taken from the Devereaux Halfway House and Diagnostic Center illustrate application of this cognitive approach to appraising

vocational potentiality. Twenty-five references are cited.

Fisher, S. H. Vocational reconditioning of the cardiac. Bulletin, APA Division 22, 1968, 15 (1), 12-14.

Vocational reconditioning for the cardiac is traced over a 55 year period from the 1912 program of the Sharon, New York, Cardiac Trade School and Sheltered Workshop to the present day Cardiac Work Evaluation Units. The author concludes that a gradual reconditioning based on known energy levels in an industrial workshop setting would make a significant contribution to cardiac rehabilitation.

Freedman, S. Work and its emotional implications. New Outlook for the Blind, 1967, 61 (9), 323-327.

The implications of premature placement are discussed. The rehabilitation process must precede placement, involving the client in an active process directed toward the goal of independence. Placement efforts should include returning client to former job whenever possible. Effective and meaningful placement is contrasted to quick, often stereotypic, placement.

Gellman, W. The principles of vocational evaluation. Rehabilitation Literature, 1968, 29 (4), 98-102.

The author, executive director of the Jewish Vocational Service of Chicago, discusses the theory and practice of vocational evaluation, applying a vocational psychology approach to vocational assessment. Vocational evaluation is viewed as a decision-making tool for the client and as a process for arriving at ultimate decisions about his future. It is indicated that there are many techniques of vocational assessment, but the most suitable evaluation is one which is adapted to each individual's needs, the skills of the counselor and the resources available.

Gersten, J. W., Miller, B., Cenkovich, F., & Dinken, H. Comparison of home and clinic rehabilitation for chronically ill and physically disabled persons. Archives of Physical Medicine and Rehabilitation, 1968, 49 (11), 615-642.

Report of a three-year study comparing a group of 128 homebound patients randomly placed in two settings: home and clinic. The purpose was to compare the therapeutic effectiveness and cost of treatment in the two situations. In addition an attempt was made to identify any factors which might be helpful for improvement, following the rehabilitation program. In general, no major differences could be found between the two groups. The study includes detailed tables of patient characteristics, relationships and variables.

Glenn, V. L. (Ed.) Proceedings of the national institute on standards and accreditations for rehabilitation facilities. Hot Springs, Arkansas: Arkansas Rehabilitation Research and Training Center, 1969. 50 pp.

This is a summary report of the national institute held January 13-15, 1969. Sponsored by eight national groups concerned with standards and accreditation of rehabilitation facilities, the institute was planned "to bring together personnel representing both public and private facilities and representatives of accrediting agencies to review accreditation procedures." The report includes papers presented at the institute and summaries of discussion groups. Needs which were identified included more complete and responsible commitment by leaders in the field of rehabilitation, more educational efforts to inform the public and those concerned with the importance of standards and the accrediting process, and the need to obtain policy statements from governmental, voluntary and insurance agencies.

Gold, M. W. The acquisition of a complex assembly task by retarded adolescents. (Final Report of U. S. Office of Education Project 8-8060.) Urbana, Ill.: University of Illinois, 1969. 41 pp.

This study is an initial attempt to apply a theoretical model utilizing stimulus control in learning to a workshop setting. Sixty-four moderately and severely retarded individuals in four workshops were subjects in a task involving assembly of a 15 piece and a 24 piece bicycle brake using two dimensions, color and form. Findings show that learning and behavior theory can be applied successfully in a workshop setting with retardates on complex tasks.

Goodman, M. Work evaluation and habituation; pre-vocational training; job training, counseling and placement of the culturally deprived. Journal of Jewish Communal Service, 1968, 44 (3), 230-235.

This one-year demonstration project sought to demonstrate the usefulness of utilizing a workshop for intensive evaluation and pre-vocational training to aid in the placement of chronically unemployed in on-the-job training situations. The project was undertaken by the Jewish Vocational Service of Miami. Of the 193 trainees who began the training program, 94 (49%) were placed in some form of on-the-job training. Most of these trainees had at least one major medical disability. The article suggests that future demonstration projects similar to this one be run for at least three-year periods in order that complete evaluation can be undertaken.

Graen, G. Instrumentality theory of work motivation: Some experimental results and suggested modifications. Journal of Applied Psychology, 1969, 53 (Monograph Part 2). 25 pp.

Instrumentality theory proposes that a person's attitude toward an outcome depends on his perceptions of how that outcome is related to the occurrence of some preferred consequences. This paper extends the theory by a new experiment conducted in a controlled work setting, where the subjects were working under three different treatments: achievement feedback, money, and neither of the two. Results indicate that instrumentality theory predictions are confirmed under these specific conditions. Modifications and possibilities for further research are suggested.

Griswold, P. The Detroit DVR responds to the inner city challenge. Rehabilitation Record, 1969, 10 (3), 33-37.

In 1962, the Detroit State rehabilitation agency and the Detroit public schools joined in a special educational-vocational rehabilitation project called SEVR. It is a work-study program emphasizing individual and group counseling, job finding techniques, and on-the-job training. Local workshops are utilized for initial appraisal, evaluation, and training. The utilization of indigenous aides has helped improve communication with inner city residents.

Habif, R. A. A coordinated program of vocational rehabilitation and special education services for the retarded. (Final Report of SRS Research and Demonstration Project RD 1628), Boston, Mass.: Massachusetts Rehabilitation Commission, 1968. 220 pp.

The purpose of this project was to increase the number of high school retardates prepared for employment through a cooperative program of services by a public school and a rehabilitation agency. "Program results demonstrate many special class students can adequately meet social and economic demands of the competitive community when a vocational rehabilitation program is initiated in a special education system. Statistics on the rehabilitation effort demonstrate that 84% of the students leaving the unit were rehabilitated . . ." Implications for younger student involvement, valid work evaluation system, and post-graduate workshop program are discussed. Appendices include curricula, forms, case studies and bibliography of some 150 entries.

Halberstam, J. L., & Zaretsky, H. H. Learning capacities of the elderly and brain damaged. Archives of Physical Medicine and Rehabilitation, 1969, 50 (3), 133-139.

This study investigated the relationship between age and learning verbal conditioning tasks among 162 rehabilitation patients. The groups were divided into elderly and younger, brain damaged and non-brain damaged. Findings indicate that no significant differences exist on the learning of verbal conditioning tasks between younger and elderly brain damaged patients and other groups. It is suggested that the existence of learning potential among the aged and the brain damaged has implications for their rehabilitation training programs. Methodology, procedures and results with statistical tables are included.

Hallenbeck, P. N., & Pittman, J. C. A remedial reading program for vocational clients. Journal of Rehabilitation, 1969, 35 (1), 33-34.

The Vocational Guidance and Rehabilitation Services in Cleveland established a reading program in 1965 to teach reading to illiterate clients. This is a second study on the validity of the program which was first evaluated for its effectiveness in 1966. Eleven clients with high motivation, realistic goals, and clear ability to relate in a

counseling relationship were selectively chosen from training programs within the agency. The study concludes that an individualized reading program with emphasis on the student-teacher relationship benefits motivated clients in furthering their vocational development.

Hamilton, V. A study of differential perceptions of sheltered workshops. Unpublished master's degree thesis, Graduate School, Education Department, Kent State University, Kent, Ohio, 1968.

Data from this study show a high degree of consensus between sheltered workshop personnel and state rehabilitation counselors on their perceptions of sheltered workshop services, clients, trends and personnel. Attitudes of both groups toward workshops, communication problems and client perceptions are discussed.

Hansen, C. E. The work crew approach to job placement for the severely retarded. Journal of Rehabilitation, 1969, 35 (3), 26-27.

The Laurel Ruff Center, part of the San Juan Unified School District in Sacramento, California, is operating an occupational training program for trainable mentally retarded students. The training involves both classroom work and practical experience on work crews. This work crew approach utilizes careful supervision in such jobs as lawn work, ditch cleaning, and numerous gardening activities. The program has been operating for the past four years.

Hershenson, D. B. A vocational life stage approach to sheltered workshop practice. Journal of Rehabilitation, 1968, 34 (6), 26-27.

This paper relates the therapeutic process occurring in sheltered workshops to vocational development theory. Five steps in the process, which can be operationalized in the workshop, are described. It is suggested that they will provide a consistent frame of reference for assessment, program planning and evaluation.

Hipfner, B. H. Educational and vocational counselling with blind high school students and young adults. Rehabilitation in Canada, 1968-69, 19, 8.

According to the author, vocational guidance programs for the blind should emphasize the individual, his particular skills, and potential skills that may be developed. The Canadian National Institute for the Blind (CNIB) cooperates with high schools in sponsoring "Career Days" where blind students have the opportunity to interact with other blind people who have been successfully trained and employed in professional and skilled vocational areas. CNIB staff offers vocational counseling and information concerning adult education and vocational retraining possibilities in Canada.

Hodgson, M. The ideal: A 'finishing school.' Special Education, 1967, 56 (2), 16-18.

The Valence School, which opened in 1951, is a boarding school for physically handicapped boys and girls. This article presents a specific program involving severely handicapped adolescent girls with I.Q. scores ranging between 52 and 96; over half the girls presently attending the program are cerebral palsied. A 'finishing school' approach is utilized and work programs have been set up to teach and train the girls in such activities as housekeeping, cooking, dressmaking, and personal hygiene. A relaxed atmosphere free from examination pressure, but sufficient to stimulate a desire to work is stressed in the work program.

Hoffman, P. R. Work evaluation. Menomonie, Wisconsin: Stout State University, Institute for Vocational Rehabilitation, 1969. 30 pp. Offset.

This paper, presented at the 1969 Rehabilitation Conference of the Texas Division of Vocational Rehabilitation, proposes a model of work evaluation which encompasses psychological testing, work samples, sheltered work, job tryout, and work stations where they are available. Such a model affords opportunity for flexibility in techniques chosen for a given client or in integration of techniques. A second model is proposed which would allow for evaluation of functional tasks and other factors associated with vocational adjustment. Theoretical foundations of work evaluation and roles of counselor and evaluator are discussed.

Hunt, J. A decade of progress. Journal of Rehabilitation, 1969, 35 (1), 9-12.

Rehabilitation accomplishments in 1968 and progress occurring over the last decade are documented in this article by Mr. Hunt, Commissioner of the Rehabilitation Services Administration. Expansion and growth of services are particularly evident in certain disability groups such as mental retardation, mental illness, deafness, heart disease, cancer and stroke. Other achievements are noted in the training of rehabilitation workers and in the expansion of rehabilitation facilities. "Utilization of rehabilitation facilities by state agencies increased sevenfold from 1959 to 1969." The most recent direction in rehabilitation is the increased effort to serve the culturally, socially and environmentally disadvantaged.

Hunt, R. G., & Lichtman, C. M. "Counseling" of employees by work supervisors: Concepts, attitudes and practices in a white collar organization. Journal of Counseling Psychology, 1969, 16 (1), 81-86.

The object of this study was to study perceptions of counseling within a work organization. Managers and supervisors of two Federal government agencies were surveyed to determine concepts and attitudes on supervisor counseling of employees in work settings. Findings indicate that generally counseling is defined paternalistically and accepted as a legitimate and integral part of the supervisory function. A table summarizing survey data is included.

Izard, R. M., & Staton, D. B. "To determine the extent to which quadriplegics may be vocationally productive." (Final Report, SRS Research and Demonstration Grant RD-1860-G.) Gonzales, Texas: Texas Rehabilitation Hospital, 1969. 47 pp.

A three-year project was designed "to determine the extent to which male quadriplegics can be made self-supporting if optimum opportunity for development of their vocational skills is provided in a workshop situation adjacent to a rehabilitation center where necessary medical care, required able-bodied assistance, and suitable social living is provided." It was found that 52% of the clients were able to be self-employed or return to school. The report includes case histories of 25 successful clients giving medical status, family background, work attitudes and program.

Jackson, R. N. Employment adjustment of educable mentally handicapped ex-pupils in Scotland. American Journal of Mental Deficiency, 1968, 72 (6), 924-930.

A survey was conducted in the city of Edinburgh, Scotland, in which the employment adjustment of 188 ex-pupils from five different schools for the educable mentally handicapped was examined. The criteria were number of jobs held and amount of unemployment experienced. Of the male sample, 52% were adjusted, 16% borderline and 32% non-adjusted. Of the female sample, 58% were adjusted, 10% borderline and 32% non-adjusted. A positive relationship between employment and measured intelligence was found. Statistical tables are presented.

Jebsen, R. H., Taylor, N., Trieschmann, R. B., Trotter, M. J., & Howard, L. A. An objective and standardized test of hand function. Archives of Physical Medicine and Rehabilitation, 1969, 50 (6), 311-319.

This test, made up of a series of seven subtests, was designed to evaluate several major aspects of hand function. Norms were obtained on 60 patients suffering from hemiparesis, rheumatoid arthritis and traumatic quadriplegia. All were 20 years old or older. Tests include writing, picking up different weight objects and simulated feeding. Data suggests that these tests may be of value in assessing improvement in hand function. The tests, testing procedures and statistical results are presented.

Jewish Employment & Vocational Service. Patterns for effective rehabilitation of deaf adults: An introductory guide. (Special Progress Report and Synthesis of Three VRA Research and Demonstration Projects, RD-1576, RD-1804, RD-1932.) St. Louis, Missouri: JEVS, 1968. 52+ pp.

This is the second printing of the introductory guide, first published in 1967. The report "is an introductory guide intended for creative adaptation and utilization by other rehabilitation facilities" to stimulate further growth and progress in rehabilitation of the deaf. Guidelines are offered for organizing and operating a program, and three different project models are described. A bibliography of 65 reports on deafness resulting from VRA projects is appended to the guide.

Jewish Employment & Vocational Service. Work-sample program. (Final Report, Dept. of Labor, MDTA Experimental and Demonstration Project 82-40-67-40.) Philadelphia: JEVS, 1968. 280 pp.

The project was concerned with assessing the potential of a work-sample program for improving the Human Resources Development Center counseling and placement services to disadvantaged clients. Over a 10-month period, 268 disadvantaged HRD applicants participated in the work-sample program at the JEVS Work Evaluation Center. This group was compared with 206 HRD applicants who received "regular" services. Findings show that the work-sample program is effective in the rehabilitation of disadvantaged applicants by improving communication between counselor and client, improving evaluation of the client's potential and helping the client to better understand his vocational interests and abilities. A description of 28 work samples used in the project appear in the appendix.

Jorgensen, G. Q., Jansen, F. V., Samuelson, C. O., & McPhee, W. M. Interpersonal relationships: Factors in job placement. Salt Lake City, Utah: University of Utah, Regional Rehabilitation Research Institute, 1968. 101 pp.

This bulletin, No. 3 of the Utah Studies in Vocational Rehabilitation, reports on a study of two scales developed by the Institute staff. The purposes were to determine their suitability for future research with rural rehabilitation clients, and to use them in relating interpersonal relationships to job placement. A pilot study of 88 Utah DVR clients showed differences between those who obtained their own jobs and those who received placement assistance, and further, that these differences should be an indication of the quality of the dyadic relationship between client and counselor. The two scales, one on self-concept and one on interaction, show possible predictive value for the vocational rehabilitation process. Implications of the study are discussed, and the complete scales, case evaluation forms, case record schedule and case closure form are presented in the appendices. 54 references.

King, P. S., Fowlks, E. W., & Peirson, G. A. Rehabilitation and adaptation of laryngectomy patients. American Journal of Physical Medicine, 1968, 47 (4), 192-203.

This study was conducted to learn the long-term results of rehabilitation for laryngectomized patients in the Veterans Administration Hospital, Portland, Oregon. Although a number of other studies have shown that these patients are employable and do work, this study found re-employment uncommon and patients were receiving some form of pension or compensation. Other characteristics, such as age, sex and racial distribution, social and psychological adjustment and rehabilitation of the patients are discussed.

Kramer, E. E., & Kawkes, F. J. Reality coping and employment adjustment: A handbook for post-hospital group counseling. (Appendix I of the Final Report, Employment Adjustment for Mental Patients, Dept. of Labor Manpower Project No. 82-06-66-62.) Fort Collins, Colorado: Colorado State University, 1968. 61 pp.

As part of the final report of the Mental Health and Manpower Project, this handbook has been prepared as a guide to mental health practitioners who are concerned with their patients' post-hospital adjustment within the community, and who are looking for an effective way to produce this adjustment. Contains a comparison of the traditional approach to this problem with the reality coping approach, an expansion of the basic components of the reality coping model, and specific examples of counselor and client behavior from actual experiences in post-hospital groups, which serve as a guide for the implementation of the reality coping model.

Kunze, K. R. Comments from the employment community: Industry resources available to counselor. Vocational Guidance Quarterly, 1967, 16 (2), 137-142.

This article underscores the importance of occupational information for both counselor and client. New techniques for the dissemination of occupational information are examined. Programs for motivating clients are briefly considered.

Legge, B. J. The rehabilitation program of Ontario Workmen's Compensation Board. International Rehabilitation Review, 1968, 19 (2), 13.

The author, chairman of the Ontario Workmen's Compensation Board, Hospital Rehabilitation Center, reports on the rehabilitation program there. Every workman in Ontario who is covered by workmen's compensation is entitled to medical aid without cost, financial compensation, a lifetime pension in the event of permanent disability, and vocational rehabilitation whenever required. The opportunity for retraining in a new vocation is provided if the workman cannot return to his former or other employment.

Leshner, S. S. & Snyderman, G. S. Educational and vocational rehabilitation of disadvantaged handicapped youth. (Final Report of SRS Demonstration Grant RD-1884P.) Philadelphia: Jewish Employment and Vocational Service, November, 1968. 65 pp. Offset.

This final report is a summation of services to and results achieved with 276 socially disadvantaged youth, ages 16-18, in three ghetto high schools. The objective of the intensive rehabilitation program was to help handicapped youth stay in school until they could be gainfully placed in training or jobs. "The report describes the population, their reactions to the services, the results achieved, and lists recommendations for future programs for in-school handicapped youth who are also socially disadvantaged." Significant data are summarized and discussed in the body of the report, and complete tables are also included. It is reported that 69.1% of the subjects were helped to make a better adjustment in school, or in work. Feedback of these findings to school personnel made it easier for them to relate to these youth, understand them and help them.

Levitan, S. A. Antipoverty work and training efforts: Goals and reality. Ann Arbor, Michigan: Institute of Labor and Industrial Relations and National Manpower Policy Task Force, 1967. 109 pp.

In reviewing the accomplishments, progress, and problems of the Job Corps, Neighborhood Youth Corps, and Work Experience and Training programs, the author seriously

questions their effectiveness in achieving stated objectives and goals. Each program is critically reviewed. Utilizing traditional approaches to old problems is viewed as the major fault of all these antipoverty programs.

Linde, T. F. The automated workshop and cerebral palsy. Cerebral Palsy Journal, 1967, 28 (4), 10-11.

The current status and functioning of the workshop in relation to the client with cerebral palsy is reviewed. The author presents arguments for the full utilization of automated machinery, wherever possible, to aid the cerebral palsied client. Benefits in terms of increased work effectiveness and quality of production are discussed. References included.

Lord, F. E. & Blaha, L. E. Demonstration of home and community support needed to facilitate mobility instruction for blind youth. (Final Report of SRS Demonstration Project RD-1784-S.) Los Angeles: California State College at Los Angeles, Special Education Center, 1968. 91 pp.

"This project, during its several phases, was concerned with studying the needs for orientation and mobility training in Los Angeles County, projecting a comprehensive training program, and demonstrating a model service in representative regions. In the final phase, emphasis was placed upon utilizing home and community support to facilitate instruction." Several of the findings have implication for vocational development and adjustment, and the recommendation is made that mobility instruction begin with the blind infant and continue progressively as he grows into adulthood in order that his environment be expanded and that he learn skills to participate in it fully.

MacGuffie, R. A., Janzen, F. V., Samuelson, C. O., & McPhee, W. H. Self-concept and ideal self in assessing the rehabilitation applicant. Journal of Counseling Psychology, 1969, 16 (2), 157-161.

The purpose of the study was to determine whether people who contact a vocational rehabilitation agency as "applicants" could be distinguished from those who are simply

investigating, by means of tests on self-concept and ideal-self-concept. Results show that those who were rehabilitated could be distinguished from all others, and it is suggested that the instruments used in the study merit further application in rehabilitation settings.

Madison Opportunity Center. Job descriptions: Subcontract job tasks, job skill training, on the job training. Madison, Wisconsin: Madison Opportunity Center, 1967. 28 pp.

The staff of the Madison Opportunity Center have prepared an analysis of over 30 separate tasks in the general work area, and of over 14 training stations in 7 skill training areas in the workshop. Materials, equipment and sequential elements of each task are presented.

Margolin, R. J., & Sostek, A. B. Professional development and training in rehabilitation administration and supervision. Journal of Rehabilitation, 1968, 34 (3), 18-20.

The authors take the position that special training in administration and supervision is of prime importance in rehabilitation today, and draw an analogy to the experience in business and industry. Educational programs in rehabilitation administration are proposed for basic academic preparation, for in-service training and for continuing education.

Marpet, L. A light factory shop for young adult retardates at an occupational training center. Digest of the Mentally Retarded, 1967, 3 (3), 155-157.

The Occupational Training Center program for mentally retarded adolescents in New York City opened in 1961. Five new centers, presently in the planning stages, are to be established. The workshops include training in a number of areas for both men and women. This article describes the establishment, development, and functioning of a workshop involving light factory work in the Center.

Massie, W. A. The evolution of standards for sheltered workshops. Journal of Rehabilitation, 1968, 34 (3), 32-33.

This article briefly reviews workshop standards, which had their beginning in 1944. In 1958, several national associations joined together to develop formal standards. The National Policy & Performance Council, in 1967, developed standards which were formally accepted by the Rehabilitation Services Administration and presently must be met by applicants for training services grants. The author stresses the idea that standards are not a tool to eliminate existing shops, but "rather should be used to evaluate, to educate, and to stimulate."

Mauchline, D. D., Stroud, R. R., Bouchard, A. G., & Poling, M. B. Collating in sheltered workshops. Regional Rehabilitation Research Institute, Technical Bulletin No. 2. College Park, Md.: University of Maryland, 1968. 9 pp.

Existing methods for collating as presently observed in workshops are reviewed, and alternatives for improved methods are presented. Recommendations are made to help the workshop evaluate its own collating system needs.

Mentally retarded earn income. International Rehabilitation Review, 1969, XX (2), 22.

The results of a three-year project by the Institute of Industrial Laundries is reported in this article. More than 600 retardates were trained for employment in laundries. Results show that the retarded can become self-supporting in repetitive work. On the completion of the project in January, 1969, over $140,000 had been paid in income tax by the group, and by the end of 1969 they will have repaid the entire cost of the training project.

Mickel, G. M. Vocational rehabilitation of disabled public assistance clients. (Final report of VRA Research and Demonstration Project RD-1662-D.) Charleston, West Virginia: Division of Vocational Rehabilitation, 1967. 72 pp.

This three-year project of the West Virginia DVR in cooperation with the Dept. of Welfare and with the participation of the Depts. of Employment, Health and Vocational

Education, demonstrated methods in providing intensive rehabilitation services to disabled public assistance clients. Of 256 clients accepted for services in the project, 112 were closed rehabilitated, 83 were active in the rehabilitation process, and 61 were closed not-rehabilitated at the end of the three-year period.

Miskimins, R. W., Wilson, L. T., Berry, K. L., Oetting, E. R., & Cole, C. W. Person-placement congruence: A framework for vocational counselors. Personnel Guidance Journal, 1969, 47 (8), 789-793.

The results of a study on congruence between a man and his job for successful employment counseling is presented in this article. Subjects were 159 patients referred for vocational rehabilitation to the Mental Health and Manpower Project in Colorado from the Fort Logan Mental Health Center. A 13-item scale was devised and demonstrated to predict later job success. According to the authors, considerable validity for the man-job congruence approach to vocational counseling is indicated.

Mordock, J. B., & Feldman, R. C. A cognitive process approach to evaluating vocational potential in the retarded and emotionally disturbed. Rehabilitation Counseling Bulletin, 1969, 12 (3), 136-143.

This article points out the inadequacies of present evaluative methods of assessment. The authors advocate the utilization of a cognitive approach to vocational assessment in the rehabilitation process for retarded and emotionally disturbed clients. A review of current pertinent literature is included, and extensive references are given.

Muthard, J. E., Dumas, N. S., & Bailey, J. P., Jr. (Eds.) Selected rehabilitation literature: A Kwic -- keyword in context -- index. Regional Rehabilitation Research Institute. (Supported in part by SRS Research Grant RD-1127.) Gainesville, Florida: University of Florida, 1968. 136 pp.

Extensive references to the literature on work, workshops and facilities may be found in this bibliography, the first of three KWIC indexes by the staff of the Institute. The coordinate indexing process is applied to the literature from reports, monographs, articles and papers, and

is computer programmed for subject indexing purposes. References are also cross indexed by code number and author.

Muthard, J. E., & Miller, L. A. The rehabilitation counselor rating scale. Studies in Rehabilitation Counselor training, 1968, Bulletin No. 6. 29 pp.

This is the sixth bulletin by the Joint Liaison Committee of the Council of State Directors of Vocational Rehabilitation and the Rehabilitation Counselor Educators. A rating scale is presented for use in evaluating the performance of rehabilitation counselors employed in state vocational rehabilitation agencies. The data were collected from 57 district office supervisors of rehabilitation agencies in 18 states. The 292 counselors, on whom experimental ratings were collected, were distributed among the states. The entire rating scale form is included, as well as tables on validity and reliability.

Nadolsky, J. M. The existential in vocational evaluation. Journal of Rehabilitation, 1969, 35 (3), 22-24.

The development of both vocational evaluation and existential analysis is discussed in this article. A direct growth of present day's culture and generation, the categorical approach to solving vocational problems is rejected and the concern with the existential is accepted. Accordingly, the trend is more future oriented, with emphasis of the relationship of the client with himself, with others and with the world around him. The procedure includes a "total self-comprehension by the individual," permitting him to explore and express himself in activities and tasks of his own choice.

National Association of Sheltered Workshops & Homebound Programs. A study of characteristics and practices of sheltered workshops. Washington, D. C.: NASWHP, 1968. 11 pp.

Characteristics and practices in workshops across the country were investigated by means of a mail questionnaire. Of the 400 sampled, almost half responded. Data indicates that the major source of income is from sales and contracts. Services most often provided by workshops are work

evaluation, sheltered employment, vocational counseling, job training and placement. Mean number of clients per workshop was 89. It is suggested that workshops need community support in addition to self income to fulfill responsibilities to the disabled.

National Easter Seal Society for Crippled Children and Adults. Selected references on the vocational counseling, placement, and employment of handicapped workers. (Rev.) Chicago: The Society, 1968. 18 pp. Offset.

Abstracts of some 90 publications on counseling and employment of handicapped persons are presented in this bibliography. Information on cost and where to order is included.

Neff, W. S. Rehabilitative workshop. In S. Licht (Ed.), Rehabilitation and Medicine. Baltimore, Md.: Waverly Press, 1968. Pp. 177-194.

The rehabilitative workshop is defined as "a special type of therapeutic facility, the central aim of which is to bring about an adjustment to the demands of unprotected employment." General principles of this therapeutic medium as a means of treatment in vocational rehabilitation are discussed. An operational model of a rehabilitative workshop, the Vocational Adjustment Center developed by the Jewish Vocational Service of Chicago, is described. Included are the work setting, procedures and operations, and a discussion of five areas of work behavior which are evaluated through such a program.

Neff, W. S. Work and human behavior. Bulletin, APA Division 22, 1968, 15 (3), 60-68.

In this 1968 Presidential Address to Division 22 of APA, Professor Neff discusses two issues fundamental to a theory of work, namely the relations of work and personality, and the developmental origins of the ability to work. He also comments on the psychopathology of work. A comprehensive treatment of a theory of work appears in his book, cited below.

Neff, W. S. Work and human behavior. New York: Atherton Press, 1968. 280 pp.

"A major goal of the book is to offer a concise understanding of how people become workers, how the ability to work becomes impaired, and how work maladjustments can be assessed and treated." The process of human work is considered from a comprehensive point of view incorporating influences and factors of a social, historical, psychological and cultural nature. From this, Professor Neff develops a two-factor theory of human work.

Neff, W. S., Novick, B., & Stern, B. A follow-up counseling program. (Final Report, SRS Research and Demonstration Grant RD 1698-G.) New York: Jewish Occupational Council, 1968. 144 pp.

"A study of the influence of continued counseling on the employability of disabled workshop trainees." Ten JSV agencies participated in this project, with a sample of 523 clients for a period of three years. Clients were selected from among the mentally retarded, the emotionally disturbed, the physically handicapped and the disabled aged (55 or over), and they all had completed substantial work adjustment training. Findings support the hypothesis that a continued counseling process after work adjustment training adds significantly to the vocational adjustment of handicapped clients. There are also indications of differences in results between different disability categories. Complete methodology, quantitative and qualitative aspects of the process and results, accompanied by case illustrations are included, as well as detailed statistical tables and forms used in data collection.

Nelson, N. The planning for workshops for the handicapped. Rehabilitation Literature, 1969, 30 (3), 71-73.

Various methods of workshop planning to improve services and stabilize programs are suggested. The development of a written plan based on the needs of the local community is viewed as essential for all workshops. A written plan should include five major areas: (1) analysis of community needs, (2) objectives of the workshop, (3) estimate of the population to be served, (4) policy statements, and (5) funding and expenditures. References cited.

Neuhaus, E. C. Training the mentally retarded for competitive employment. Exceptional Children, 1967, 33 (9), 625-628.

The major purpose of this three-year research and demonstration project, undertaken by Abilities, Inc., was to determine the feasibility of employing the educable retarded adult in a competitive job situation after appropriate training. A mentally retarded adult group was compared to a non-retarded group of employees. "The results of three years of training and employing educable retardates indicate that most workers of this population had no serious problems or difficulties in satisfactorily learning the typical industrial and commercial job skills found at Abilities." The most important variable for success was found to be that of personal adjustment.

Nixon, R. A. The impact of automation and technological change on the employability of the mentally retarded. Rehabilitation and Health, 1969, VII (8), 3-9.

This paper, presented at the 1969 meeting of the American Academy on Mental Retardation, focuses on aspects of the labor market affecting jobs for the retarded. It is pointed out that employment is expected to increase 23% during the decade ending in 1975, and that existing evidence overwhelmingly supports the conclusion that technological change is not changing worker requirements in such a way as to reduce the opportunities for successful vocational rehabilitation of the mentally retarded.

Odell, C. E. Training in manpower services. Employment Service Review, 1968, 5 (9), 8-15.

Training in manpower services is a new program for the disadvantaged which stresses elimination of artificial barriers to hiring and training the hard-core unemployed and places them on the staffs of manpower agencies. Under the Human Resources Development concept, the specific purpose of Training in Manpower Services is to recruit 2,000 people for work in the various manpower agencies, give them work experience training, and then place them in related jobs. T.I.M.S. is conducted by state employment agencies with the cooperation of state departments of vocational education. The Bureau of Employment Security provides funds to enable the states to conduct training and to pay trainees regular M.D.T.A. allowances.

Olshansky, S. An examination of some assumptions in the vocational rehabilitation of the mentally retarded. Mental Retardation, 1969, 9 (1), 51-53.

The author, executive director of Community Workshops, Inc. in Boston, reviews a number of the assumptions underlying vocational rehabilitation of the mentally retarded. He questions these traditional assumptions, stating that they often interfere with effective rehabilitation. Implications for vocational counselors are examined.

Olshansky, S. Some assumptions challenged. Community Mental Health Journal, 1968, 4 (2), 153-156.

"This article reviews some experiences with a social club for ex-mental patients, and presents a challenge to some of the assumptions underlying the club's expectations." The implications for vocational rehabilitation are, that in judging the employability of released patients, less reliance should be placed on their degree of recovery. The need to view the club more as a terminal facility rather than a transitional facility is discussed.

Olshansky, S. The vocational rehabilitation of ex-psychiatric patients. Mental Hygiene, 1968, 52 (4), 556-561.

Positive and negative aspects of vocational rehabilitation of mentally ill clients are examined in this article. The problems encountered in employment and the meaning of work for this population is viewed from a mental health standpoint. The belief that "incomplete recovery is not necessarily a bar to working with acceptable effectiveness" is focal to the article. References cited.

O'Neil, L. P. Evaluation of relative work potential: A measure of self-concept development. American Journal of Mental Deficiency, 1968, 72 (4), 614-619.

This study investigated the ability of retarded adolescents to understand standards of work performance and the application of standards in evaluating themselves and their peers. Subjects were 13 male trainees from the St. Louis County, Missouri Work Experience Center. I.Q. range was from 43 to 68. Results established that self concept development and level of work adjustment are not related, but do support the emphasis on self concept development in habilitation programs.

Orzack, L. H., Cassell, J. T., & Halliday, H. An educational work/experience program for secondary school educable mentally retarded students. Pursuit of Change Series, Monograph No. 2. (Supported in part by SRS Demonstration Grant RD-1435-G.) Bridgeport, Connecticut: Kennedy Center, Parents and Friends of Mentally Retarded Children of Bridgeport, Inc., 1969. 49 pp.

Efforts to develop further broadly based, comprehensive community services for the retarded are reported in this monograph. Section I deals with a follow-up study of 61 former high school students classified as educable mentally retarded. Personal, social and vocational data are given. Section II presents the work experience program at the Bridgeport Central High School, including recruitment, training and evaluation procedures. Forms and rating scales which are used in the program are included.

Orzack, L. H., Halliday, H., & Cassell, J. The evolution of a sheltered workshop for the retarded. Pursuit of Change Series, Monograph No. 4. (Supported in part by SRS Demonstration Grant RD-1435-G.) Bridgeport, Connecticut: Kennedy Center, Parents and Friends of Mentally Retarded Children of Bridgeport, Inc., 1969. 79 pp.

The Kennedy Center Workshop has evolved from a small unit opened in 1957 to a workshop serving 65 retardates with a staff of eight persons. The description of the development of the Workshop is presented as case study. Features in its evolution which are described and interpreted include services, involvement with the broader community and development of satellite workshops.

Orzack, L. H., Salloway, J., Cassell, J., Charland, B., & Halliday, H. Residential programming and residential centers for the mentally retarded: The experience in Bridgeport. Pursuit of Change Series, Monograph No. 3. (Supported in part by SRS Demonstration Grant RD-1435-G.) Bridgeport, Connecticut: Kennedy Center, Parents and Friends of Mentally Retarded Children of Bridgeport, Inc., 1969. 46 pp.

Two residences in Bridgeport have been developed as "halfway houses" for the retarded where they could live with a reasonable semblance of independence. A description of the two centers, their planning and implementation follows a discussion of guidelines for such a project. Three case studies illustrate the role played by the centers in helping the retarded become vocationally and socially independent.

Oswald, H. W. A national follow-up study of mental retardates employed by the Federal Government. (Final Report, SRS Research Grant 2425-G.) Washington, D. C.: District of Columbia, Department of Vocational Rehabilitation, 1968. 135 pp.

This study includes all mentally retarded persons employed across the country by the Federal Government in 1964, 1965 and 1966: a sample of 2747 placements. Data were obtained from questionnaires completed by the rehabilitation counselors, personnel officers, job supervisors and the clients. Factors relating to the retardates' employment, training, adjustment and counseling are surveyed. Analyses provide useful information to vocational rehabilitation agencies, training facilities for the retarded, and future employers. Includes the methodology, questionnaires, tables and statistical data. Contains the significant findings, trends, variables, and recommendations for further study.

Overs, R. P. The theory of job sample tasks. Milwaukee Media for Rehabilitation Research Reports, No. 2. Milwaukee, Wisconsin: Curative Workshop of Milwaukee, 1968. 26 pp.

This report presents purposes and rationale for the use of job sample tasks to assess work potential. Problems and pitfalls in developing job samples are discussed, and two approaches are recommended. The author concludes that "the chief need for improved work evaluation is to continue to develop more adequate job samples as scientific tools to augment the clinical skills of work evaluators." 24 references.

Overs. R. P. Vocational appraisal of Social Security disability claimants. Personnel Guidance Journal, 1968, 47 (4), 313-317.

The author, research coordinator for the Curative Workshop of Milwaukee, holds that rehabilitation centers offering vocational appraisal services to Social Security disability claimants should be cognizant of discrimination in hiring practices. Employers may discriminate on factors other than work ability and skill such as age, race, and sex. It is advocated that "a rehabilitation center making a recommendation that a client is employable should be prepared to prove that their recommendation is correct either by direct placement or by teaching the client how to place himself." References included.

Overs, R. P., & Day, V. Follow up 81. Milwaukee Media for Rehabilitation Research Reports, No. 6. Milwaukee, Wisconsin: Curative Workshop of Milwaukee, 1968. 41 pp.

Describes a study of the vocational adjustment of 81 clients following the completion of a vocational rehabilitation program at the Curative Workshop of Milwaukee between October 1964 and May 1966. Over half of the clients judged their level of adjustment as "good", over one-third as "fair", and one-tenth as "poor". Self ratings were consistent with employment outcome, although the interviewer ratings of the client were lower than the client's own ratings. The interview follow-up describes client characteristics, employment outcome, method of securing employment, job satisfaction, and avocational interests.

Pacinelli, R. N., & Roberts, C. L. (Eds.) Cost control and program effectiveness in rehabilitation centers. Washington, D. C.: Association of Rehabilitation Centers, 1968. 80 pp.

This education guide was developed from a seminar conducted at the University of Florida in May of 1968, and supported in part by a RSA education grant. It contains six papers on management improvement, cost control and program effectiveness as applied to rehabilitation facilities.

Pasewark, R., Hall, J., & Fitzgerald, B. Attitudes toward industrial therapy of mental hospital patients and staff. The American Journal of Occupational Therapy, 1969, 23 (3), 244-246.

Eighty patients and eighty staff members at the Wyoming State Hospital were interviewed to determine their perceptions of the general values of industrial therapy programs. The major findings were, that both patients and staff saw the primary function of industrial therapy as one of occupying time and avoiding further mental deterioration. The traditional values of industrial therapy, such as providing work skills, experience and attitudes, were only rarely mentioned by either patient or staff.

Perkins, D. C. A search for quality: The Commission on Accreditation of Rehabilitation Facilities. In Stubbins, J., Workshops for the Handicapped. Los Angeles: Progress Printers, 1968. Pp. 47-55.

The program of the Commission on Accreditation of Rehabilitation Facilities is presented in this article. The author, member of the Board of Trustees for the Commission, reviews the development of accreditation in other professional fields as well as the approach utilized by the Commission. In discussing the need for standards in rehabilitation facilities, the author stresses the value and efficacy of consistent and uniform application. Two nationalorganizations, the National Association of Sheltered Workshops and Homebound Programs and the Association of Rehabilitation Centers, were instrumental in the development of standards used by the Commission. Other national organizations serving special handicapped groups have also been involved in accreditation efforts. Specific problems and issues of application of standards in rehabilitation facilities are discussed. 22 references.

Pigott, R. A. Evaluation of a service program focused on vocational rehabilitation as a prototype for an urban voluntary epilepsy agency. (Final Report of SRS Research Grant RD-2592-G.) Boston, Mass.: Epilepsy Society of Massachusetts, 1969. 124 pp.

The purpose of the project was to develop a prototype vocational rehabilitation program for epileptics by uniting the service resources of a state vocational rehabilitation agency and a private voluntary epilepsy agency. Among aspects of study were methods of recruiting the epileptic client, services to improve vocational adjustment, communication with employers, inservice training of personnel in epileptic rehabilitation. Of the 210 clients in the project, 42% were employed, 47% were in the rehabilitation process, training or workshop evaluation, and 11% did not remain in the program. Forms and bibliography included.

Plewes, L. W. Industrial Rehabilitation. Rehabilitation in Canada, 1967-68, 17 (Fall-Winter), 7-13.

This is an abridged transcript of an address delivered to the Canadian Medical Association's 1967 annual meeting at Quebec. The author discusses current industrial rehabilitation programs offered by the British Ministry of Labour.

He also describes the administrative aspects of the rehabilitation service and new methods used in physical and occupational therapy at Luton, Quebec.

President's Committee on Employment of the Handicapped. Activities in state mental hospitals to promote employment of former mental patients. Washington, D. C.: President's Committee, 1968.

This report lists 200 state mental hospitals with information on the presence of the following in each hospital: volunteer committee of employers to help patients with job problems, State rehabilitation counselor or employment counselor, in-hospital work program, sheltered workshop, coordination with State or local Committee on Employment of the Handicapped. The survey shows that 89% of the hospitals have an in-hospital work program and 51% have a sheltered workshop.

President's Committee on Employment of the Handicapped. Activities in state facilities for the retarded and state mental hospitals to prepare patients for employment. Washington, D. C.: President's Committee, 1969. 11 pp.

This is the report of a survey of 229 State institutions serving the mentally retarded. Like the one conducted earlier on the mentally ill, the institutions were asked whether they had: a volunteer committee to help retardates with job problems, State rehabilitation counselor, State employment counselor, institutional work program, sheltered workshop, prevocational training program for retardates under 20, coordination with State or local Committee on Employment of the Handicapped. The information is listed for each institution. Totals show that 78% have an instiutional work program and 52% use sheltered workshops.

Prazak, G. Industry and rehabilitation cooperate for the disadvantaged. Rehabilitation Record, 1968, 9 (5), 5-8.

The Minneapolis Rehabilitation Center program is involved in rehabilitation of disadvantaged minority clients. Objectives of the program include: (1) finding jobs in the community that can be handled by people with limited occupational skills, (2) finding and training disadvantaged individuals to fit into

these jobs, and (3) providing follow-up services to see that the clients stay with the job. The author concludes that "perhaps the most significant outcome of this kind of project is the discovery by industry and rehabilitation that they each have resources and capabilities which, when combined, can greatly facilitate the employment of the disadvantaged."

Price, I. Notes on the training of mentally handicapped adults. Teaching and Training, 1967, 5 (2), 54-55.

Ten suggestions on improving training in workshops are briefly described. It is felt a training goal should be that of helping the client feel he is useful to and wanted by society. Training programs should be individually tailored to meet each client's particular needs.

Pruitt, W. A. Determinant factors influencing decisions in vocational evaluation. Institute for Vocational Rehabilitation, Stout State University. Informational Bulletin, 1969, 1 (7), 1-3.

Five decision models are applied to the work of the vocational evaluator: attribute matching model, probable gain model, need reduction model, social structure model and complex information model. Three on-going pilot studies to test decision making approaches used by the evaluator and the counselor are described.

Reed. H. J. Educational change for manpower development. Vocational Guidance Quarterly, 1968, 17 (2), 82-86.

The conclusions of the National Planning Association's study of predicted social and economic changes occurring by 1975 and their effect on education are discussed. According to the author, the conclusions of the Association suggest a possible imbalance in the nation's manpower resources. To counteract this, the article suggests formation of a national policy board providing for the coordination of all educational activities common to all training institutions, both public and private. Powers and duties of the projected board are suggested. References included.

Rigdon, D. Mississippi's State-run workshops. Rehabilitation Record, 1969, 10 (2), 20-24.

Allied Enterprises is a chain of workshops in Mississipi operated by the State Vocational Rehabilitation Division. The goal of the project is to develop enough workshops to serve every disabled person in the state. At the present time, there are twenty Allied Enterprise shops, and 1423 clients were served in 1968. Each shop provides extensive services including medical and psychological testing, personal and work adjustment, and job performance training. Eight communities are presently formulating plans for opening new shops.

Roberts, A. H., Dinsdale, S. M., Matthews, R. E., & Cole, T. M. Modifying persistent undesirable behavior in a medical setting. Archives of Physical Medicine and Rehabilitation, 1969, 50 (3), 147-153.

The case history and follow-up of a 35 year old hospital patient with hemicorporectomy is presented. An in-hospital behavior modification therapy program was employed to change a pattern of uncleanliness in this patient, which resulted in life-threatening decubitus ulcers. The program was applied in a non-psychiatric setting, by non-psychiatrically trained staff. Following discharge, the patient became employed for the first time in his life and his newly learned behavior was reinforced by a sense of self-worth and social acceptance.

Rosenberg, B. Vocational evaluation. In S. Licht (Ed.), Rehabilitation and Medicine. Baltimore, Md.: Waverly Press, 1968. Pp. 152-176.

Six "prevocational" evaluation techniques are described: occupational therapy activities, sheltered workshop production tasks, manual arts therapy, on-the-job tryouts, work sample tasks, and the TOWER System. Of these, the TOWER System is presented in detail with sample charts of a test form, rating scale and report form. A discussion of the roles of the physician, the vocational rehabilitation counselor, the vocational evaluator, and others in the evaluation process is followed by recommendations on results and their use. Suggestions are given for setting up a prevocational evaluation program and for designing a facility where it can be carried out. 20 references.

Schwartz, M. L., Dennerll, R. D., & Lin, Yi-Guang. Neuropsychological and psychosocial predictors of employability in epilepsy. Journal of Clinical Psychology, 1968, 24 (2), 174-177.

"A multivariate approach to prediction of problems affecting the employability of epileptics was undertaken at the Michigan Epilepsy Center in Detroit." This paper reports the results of a project based on neuropsychological and psychosocial measures on 181 persons with unselected types of epilepsy. The results indicate the need for considering factors in addition to seizure control and employer's attitudes in the employability of epileptics.

Searls, D. J., Jr., & Sternberg, A. L. Handbook on job development and placement. (Appendix III of the Final Report, Employment Adjustment for Mental Patients, Department of Labor Manpower Project No. 82-06-66-62.) Fort Collins, Colorado: Colorado State University, 1968. 82 pp.

This handbook is part of the Final Report of the Mental Health and Manpower Project on employment adjustment for mental patients. It explores the entire job placement and adjustment area as a function of the rehabilitation personnel working with psychiatric patients. It reviews the traditional setting of vocational rehabilitation, the special needs of the former mental patient, the approach to placement in the therapeutic community, employer contact, and a program of client and employer follow-up.

Searls, D. J., Jr., Wilson, L. T., & Miskimins, R. W. Counseling handicapped jobless requires skill and patience. Employment Service Review, 1968, 5 (7-8), 9-11+.

A research study at the Fort Logan Mental Health Center in Colorado shows that certain techniques to identify the unemployable mental patient can also be applied to the hard-core unemployed who have not been mental patients. These are behavioral characteristics in motivational, vocational and personal areas. Practical strategies for identification of problems is needed by the counselor.

Sindberg, R. M., Roberts, A. F., & Pfeifer, E. J. The usefulness of psychological evaluations to vocational rehabilitation counselors: A preliminary study. Rehabilitation Literature, 1968, 29 (10), 290-294.

> The purpose of this pilot study was to measure the usefulness of psychological evaluations to vocational counselors. Preliminary information on a sample of 35 cases was gathered. On the whole, results of the study support the conclusion that psychological evaluations and reports are of value to counselors in a high proportion of the cases. Suggestions for further problems and research are included.

Sink, J. M., Couch, R., & Anderson, J. The work-oriented rehabilitation facility. Ideal Services Series, Vol. IV. Tallahassee, Florida: Division of Vocational Rehabilitation, Rehabilitation Facilities Section, 1968. 44 pp.

> This volume is designed as a guide to planning (1) in establishing a workshop or rehabilitation facility, and (2) in upgrading existing workshop programs and services. It is directed toward interested community groups, boards and rehabilitation personnel. Standards for planning, community involvement, services, staffing and physical plant are discussed, and the need for continuing evaluation is stressed.

Sklar, N. E., & Bellis, J. M., Jr. The challenge: Adjustment of retarded adolescents in a workshop. Journal of Rehabilitation, 1969, 35 (3), 19-21.

> This study is concerned with the formulation of a model for vocational diagnosis of mildly retarded adolescents within a workshop setting. The authors suggest (1) use of an interdisciplinary approach utilizing the services of a psychiatric consultant and a social worker, and (2) integration of the retarded with other handicapped in the workshop. Illustrative cases are cited.

Smits, S. J. (Ed.) Training manual of the national institute on the interdependency of rehabilitation facilities, workshops and state agencies. College Park, Maryland: University of Maryland, 1967. 68 pp.

This manual presents the proceedings of the National Institute, which was sponsored by the Association of Rehabilitation Centers, the Council of State Administrators of Vocational Rehabilitation, and the National Association of Sheltered Workshops. It was supported by an RSA training grant. Clarification of problems and issues influencing the relationships among rehabilitation agencies, workshop and state facilities are discussed. Guidelines are offered for the resolution of issues and the assurance of continuing effective relationships. The paper contains a brief description of prior events leading to this Institute, summary of the group discussions and resource papers on fiscal relationships between agencies and facilities, interagency staff training, and role of facilities in the total rehabilitation program.

Sommer, J. J. Work as a therapeutic goal: Union-management clinical contribution to a mental health program. Mental Hygiene, 1969, 53 (2), 263-268.

The author describes a research and demonstration project in mental health rehabilitation in the New York City men's clothing industry. Joint funding for the project was obtained through the National Institute of Mental Health and the Rehabilitation Services Administration. The principal objective of the program centered on securing services for mentally ill clients to help them obtain work and/or remain on the job. Mental health services were made available through a local mental health clinic operated by a group of psychiatrists and social workers involved with the project. Three case reports are included.

Spergel, P., & Leshner, S. S. Vocational assessment through work sampling. Journal of Jewish Communal Service, 1968, 44 (3), 225-229.

The Work Adjustment Center of the Philadelphia Jewish Employment and Vocational Service developed a work sample technique for vocational assessment of disabled individuals. The work sample method "is an attempt to objectify, as much as possible, the subjectivity inherent in any dynamically oriented evaluation approach." How the work sample closely simulates actual work demands is explained.

Spiegler, J. H., & Goldberg, M. J. The wheelchair as a permanent mode of mobility: A detailed guide to prescription. American Journal of Physical Medicine, 1969, 48 (1), 28-38.

This is a detailed review of the wheelchair, prescription requirements, and evaluation of the patient for a wheelchair. Costs, medical factors, necessary modifications and new features of wheelchairs are covered. Photographs are presented to demonstrate mentioned accessories.

Suazo, A. Salary survey of workshop directors, 1968. Washington, D. C.: National Association of Sheltered Workshops and Homebound Programs, 1969. 14 pp.

This is the first national survey on salaries and related information about workshop directors. Data and conclusions are based on questionnaires which were completed and returned by 166 workshop directors out of 300 surveyed. Relevant data include salary ranges, educational background, type of experience, and fringe benefits in relation to size of workshop. Results, presented by Census region and national average, show that the national average annual salary of the workshop director in 1968 was $11,000. Almost 80% of the respondents had a Bachelor's degree or better, had extensive experience in administration and business, and had been a workshop director for more than five years. The average workshop budget in this study was $275,000. Although national trends are observable from the data, considerable variations by Census regions are evident.

Tilstone, C. The training centre -- Education or training. Journal on Mental Subnormality, 1966, 12 (22), 50-52.

This article examines the Adult Training Centres, workshops in England for the training and rehabilitation of mentally retarded adults. To replace repetitive work tasks often found in contract work, the author suggests more creative, imaginative work. "Contract work can be obtained in which trainees can see that their efforts are creative and in which they can be motivated by either seeing an attractive finished article, or at least, by knowing that they have helped to produce something which is of value to the community." A discussion of the importance of gradually introducing the client to the realities of the community is presented.

Tinsley, H. E., & Warnken, R. G. A follow-up survey of former clients of the Minnesota Division of Vocational Rehabilitation. Minnesota Studies in Vocational Rehabilitation, XXIV. Minneapolis: University of Minnesota, 1969. 42 pp.

The Minnesota DVR supported and participated in this research to follow-up its clients whose cases were closed 1963 through 1967. Conducted by the University of Minnesota's Work Adjustment Project, the study included almost 5000 former clients representing 76% of those available for follow-up. "At the time of follow-up (which, for some, was as long as five years after closure), 81% of the rehabilitated former DVR clients were employed." Other findings are presented for job level, number of jobs held since DVR closure, full time vs. part time, degree of self support, earning competitiveness, job satisfaction and satisfactoriness. Survey instruments are included in an appendix.

Trotter, A. B., Gozali, J., & March, C. A review of the literature on remedial reading and arithmetic in a workshop setting. Milwaukee, Wisconsin: Milwaukee Jewish Vocational Service, 1969. 24 pp.

The authors state that while recommendations appear in the literature that educational and vocational experiences should be intertwined, there are no references reporting the teaching of basic subjects in a workshop setting. The review, instead, covers reports on factors and methods influencing the learning of reading and arithmetic. Studies on the relationship on the relationship of these basic skills to job training and vocational adjustment are also reviewed. It is concluded that research is needed on the effectiveness of reported methods when used with a handicapped adult population in a sheltered workshop setting.

Ulery, C. J., Wilson, M. E., Jr., Sakata, R., & Frumkin, R. M. How middle-aged workers and their supervisors view service needs in a sheltered workshop. Psychological Reports, 1967, 21, 920.

A study of 40 middle-aged handicapped persons and their 15 supervisors at Goodwill Industries in Akron, Ohio, shows a lack of consensus between workers and supervisors on the importance of services in the workshop. Workers ranked placement and training first and counseling last in a list of six services, while supervisors placed counseling first and training last. It is suggested that workshop personnel examine each case objectively and consider service needs as perceived by the handicapped themselves.

United Kingdom employs 12,000 severly disabled. International Rehabilitation Review, 1969, XX (2), 23.

The Ministry of Labour announced that over 12,000 severely disabled persons, including the blind, are in regular employment in more than 200 sheltered workshops throughout the United Kingdom. "These sheltered workshops enable severely handicapped people to earn an independent living, maintain their self-esteem and at the same time contribute to the national economy."

University of Pittsburgh, Research and Training Center in Vocational Rehabilitation. Some recent advances and research in vocational evaluation. Pittsburgh, Penn.: The University, 1967. 81 pp.

Proceedings of a two day seminar held at the Pennsylvania Rehabilitation Center, Johnstown, are presented. The presentations were designed to provide insights into various new vocational techniques employed, and their use in evaluation and placement of clients in vocational training. Among the subjects of the presentations were the use and misuse of vocational evaluation in the counseling process, work evaluation in a community evaluation center, vocational adjustment of the mentally retarded, description of a sheltered workshop with unusual contract services, and determining levels of vocational capability and job potential.

University of San Francisco, College of Business Administration, Rehabilitation Workshop Administration. Evaluation of Workshops. San Francisco: USF, 1968. 20 pp.

This material was prepared for an Institute on Technical Consultation, conducted jointly by the Facilities Division of the Rehabilitation Services Administration and the University of San Francisco's Rehabilitation Workshop Administration. This bulletin may be helpful for workshop consultants and facilities specialists by setting up guidelines for evaluation of the workshops and by analysis of objective information obtained from workshops. It covers a comparison of workshop client's productivity with a normal worker in the open labor market, a list of workshop problems, and a workshop evaluation form.

Viscardi, H. The retarded can fit in. Catholic Digest, 1967, 32 (2), 86-92.

Abilities, Inc. began functioning as a workshop for the physically disabled in 1952 in Long Island, New York. In 1961, the shop began accepting the mentally retarded for training and rehabilitation. This article describes the rehabilitation of mentally retarded teenagers for clerical positions in the banking industry. In comparing the rehabilitation of the mentally retarded to other disability groups, the author concludes that "MR's have to be more carefully screened for the right job, more carefully trained, more understood." Individualized cases and problems are presented.

Wallis, M. Occupational training center for the mentally retarded. (Final Report, VRA Research and Demonstration Grant 1204.) Fort Myers, Florida: Lee County Association for Retarded Children, 1968. 96 pp.

"The purpose of this study was to develop an occupational and vocational habilitative program for retardates over sixteen years of age, by using, extending and refining the evaluation and training methods of other similar projects." The results show that it is possible to prepare the mentally retarded for employment in business, industry, service occupations, agriculture, and independent or sheltered employment. Forty-one clients were placed as an indication of the success of this program. These clients were previously considered unemployable and with very little prospect of becoming rehabilitated. Included is a 60 page appendix with evaluation and information instruments developed by the LARC Vocational Training Center or adapted from other centers and agencies.

Weerts, D. J., Healy, J. R., & Overs, R. P. Avocational activities inventory. Milwaukee Media for Rehabilitation Research Reports, No. 5. Milwaukee, Wisconsin: Curative Workshop of Milwaukee, 1968. 48 pp.

This inventory is a list of 900 avocational activities which are classified in a systematic manner, and patterned after the Dictionary of Occupational Titles. It is useful as an index of avocational activities in general, but it is designed to be helpful for the physically limited, the severely disabled and the aged in particular. Explanation of the three-digit code, suggestions for use of the inventory, and an alphabetical cross-index are included.

Weiner, F., & Muehlberger, H. Southmore House. (Final Report of VRA Research and Demonstration Project RD-1280.) Houston, Texas: Vocational Guidance Service, 1968. 148+ pp.

Southmore House was a four-year project in "the use of a half-way house and integrated community resources in the post hospitalization/correctional institution rehabilitation of narcotic addicts." A holistic approach was used to provide vocational counseling and job placement, group therapy and casework services, and recreation and informal education. The demonstration suggests that narcotic addicts will voluntarily seek treatment services for their problems and will use and benefit from rehabilitation services if they are available in the community. The research aspects of the project deal with social and psychological correlates of drug abuse, evaluation of the use of a "half-way" house, and psychosocial predictors of post-institutional adjustment. Some 90 references are given.

Winters, K. The Alameda County placement project: A final report. New Outlook for the Blind, 1969, 63 (3), 73-79.

This three-year project, begun in 1965, involved intensive rehabilitation planning and placement for long-term Alameda County (California) Aid to the Blind recipients. The purpose of the project was to "demonstrate whether an intensive effort would result in assisting an appreciable number of Aid to the Blind recipients to employment, and ultimately to self-sufficiency." Sources of placement included private industry and sheltered workshops. Workshop placements were especially difficult and required extended counseling services. Placements made and accompanying statistical results are presented.

Wood, I., & Lawler, E. E. The effects of piece rate overpayment on productivity. Experimental Publication System, 1969, Issue No. 1, Manuscript No. 003A. 9 pp. (Note: EPS is a new bi-monthly series by the American Psychological Association.)

Three groups comprised the subjects for a study to determine the influence of overpayment on quantity and quality of piece rate work. A control group received equitable payment and two experimental groups received overpayments on the basis of different variables associated with qualifications of the individuals to perform the task. Results show that both groups of overpaid subjects were lower producers than the group of

equitably paid subjects, and further, that "the low productivity of the overpaid subjects in this study cannot be explained by their striving to do higher quality work."

Wright, G. N., & Butler, A. J. Rehabilitation counselor functions: Annotated references. Regional Rehabilitation Research Institute. Madison, Wisconsin: University of Wisconsin, 1968. 451 pp.

This volume contains a total of 1413 annotated references encompassing the broad area "of assessing the relationship of functions within the rehabilitation process to client, counselor, agency, and community variables . . ." Six major categories are included in the volume's coverage: Rehabilitation Client, Rehabilitation Counselor, Rehabilitation Agency, Rehabilitation Process, Rehabilitation and the Community, and a catch-all Rehabilitation-General. Twenty-four subheadings are included under these major categories.

Zimmerman, J., Stuckey, T. E., Garlick, B. J., & Miller, M. Effects of token reinforcement on productivity in multiply handicapped clients in a sheltered workshop. Rehabilitation Literature, 1969, 30 (2), 34-41.

This article reports on the application of the principles of operant conditioning to increase productivity in a sheltered workshop population. Sixteen multiply handicapped clients were selected who either had been previously denied entrance into a workshop program because of poor prognosis or who had been unsuccessful in previous workshop training. The authors conclude that "token reinforcement can be successfully applied to the problem of increasing productivity in multiply handicapped clients in a sheltered workshop." Further research and application of operant techniques within the workshop setting are suggested. References cited.

Zytowski, D. G. Vocational behavior: Readings in theory and research. New York: Holt, Rinehart & Winston, 1968. 486 pp.

This collection of readings on vocational behavior is drawn chiefly from individual contributions during the last ten years. They are organized and related by Professor Zytowski's comments "fore and aft" of each chapter and additional relevant articles are cited. The readings bring

together theory and research on the meaning, structure and perceptual qualities of work, which forms the foreground for presentations on the ways in which work may be determined, the major part of the book. The collection concludes with articles on job satisfaction, performance and adjustment.